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MINUTES

CIA RETIREMENT BOARD MEETING

1:30 p.m., 10 October 1968

PRESENT:

25X1A9a

- Chairman
- DDP Member
- DDI Member
- DDS&T Member
- DDS Member
- Legal Advisor
- Finance Advisor
- Acting Recording Secretary
- Executive Secretary

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Mr. George E. Meloon

1. The minutes of the ninety-seventh meeting of the Board were reviewed and approved.

2. The Board reviewed 5 cases of employees who had been nominated for designation as participants in the System, 3 requests for voluntary retirement, and 2 requests from participants for disability retirement. The Board took action as follows:

a. Recommended designation as participants of the following named employees who have completed 15 years of Agency service:

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b. Recommended designation as participants of the following named employees who have completed at least 5 years of Agency service:

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c. Recommended approval of the request for voluntary retirement, on the dates shown below, received from the following named participants:

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- 31 October 1968
- 31 October 1968
- 31 December 1968

d. Recommended approval of the requests for disability retirement, effective upon expiration of sick leave, received from the following named participants:

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4. The next case considered by the Board was a fifteenth anniversary review of [REDACTED] who will complete 15 years of Agency service on 22 March 1969. [REDACTED] has completed 49 months and 2 days of verified overseas service, he is not now serving overseas, and his career service has stated that it is not planned for him to serve overseas in the immediate future. The Head of his Career Service has stated that [REDACTED] has not performed, nor is he now performing, in a domestic assignment which could be considered as qualifying service. The Board recommended that [REDACTED] be removed from the System prior to his 15th Anniversary date. [REDACTED] will be sent a memorandum which will afford him the opportunity to submit to the Director of Personnel any additional information in his case prior to final action being taken.

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5. The next case was a request from [REDACTED] for the deferment of her retirement under the CIA Retirement and Disability System from 30 April 1969 until 30 April 1970 based on compassionate reasons. [REDACTED] stated that if she retires in April 1969 her annual annuity will be less than \$2,400 and she will have to seek employment elsewhere as she does not have any other source of income. She further stated that her mother lives with her and is dependent upon her for support. The Chief, European Division has stated that he does not feel that [REDACTED] has presented sufficient justification to support a deferment strictly on compassionate reasons and therefore he does not endorse her request. The Clandestine Services Career Service Board concluded that her request was justified and that her services as a Secretary-Stenographer could be used to advantage in the Clandestine Services until 30 April 1970. Based on the above the Deputy Director for Plans recommended that the request be favorably considered. In discussing this case the Board noted that she had contacted the Retirement Counseling and Placement Staff and EEAB in an effort to start seeking outside employment. The Board recommended, in view of the fact that she has six months remaining prior to her scheduled retirement date and in view of her employment prospects as a Secretary-Stenographer, that no extension be granted at this time. The Board further recommended that she be urged to actively work on her own and with

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the Retirement Counseling and Placement Staff to find outside employment as soon as possible and that she report to RCPS monthly on her progress. The Board also stated that they were sympathetic to her problem and felt that if she has made a real effort from this date and is unable to find employment by February 1969 they would reconsider her case on the basis of possible compassionate reasons.

25X1A9a 6. The next case was a request from Mrs. [REDACTED] for
25X1A9a further deferment of her retirement until 30 June 1970 based upon compas-
25X1A9a sionate reasons. [REDACTED] is one of those employees who received
three letters regarding retirement planning. She was recently granted an
extension by the Director of Personnel from 30 June 1969 until 30 September
1969 under authority of the recent Retirement Policy memorandum.
[REDACTED] has stated that the additional time will increase her annuity
by approximately \$16.00 per month and will give her an opportunity to liq-
uidate some of her debts and time to seek other employment. The Clandestine
Services Career Service Board concluded, based on her record and the finan-
cial statement she submitted in support of her request, that the request was
justified and that her services as an Info Control Assistant could be used
to advantage in the Clandestine Services. Based on the above the Deputy
Director for Plans recommended that the request be favorably considered.
25X1A9a In discussing this case the Board noted that [REDACTED] has been in
contact with EEAB and will attempt to seek a teaching job for the fall of
1969. After a review of this case, including the financial statement sub-
mitted by [REDACTED] the Board concluded that it could not recommend
25X1A9a approval of the request for further deferment of retirement based on compas-
sionate reasons. Therefore, the Board recommended that the request for
deferment of retirement not be approved. The Board further recommended that
she be encouraged to continue her own efforts and to work with EEAB in seek-
ing other employment.

25X1A9a 7. The next case was a request from Mr. [REDACTED] for the
25X1A9a deferment of his retirement until 31 August 1971. [REDACTED] one of
those employees who received three letters regarding retirement planning.
He is currently scheduled to retire on 30 May 1970, but could be extended
until 31 August 1971, his original retirement date, under authority of the
Retirement Policy paper signed by the Director on 3 May 1968. [REDACTED]
stated that he desires this extension because he has three sons, ages 12, 11,
and 9, to educate and this will demand heavy financial commitments from him.
The Deputy Director for Intelligence concurred in the requested extension.
25X1A9a In considering this case the Board noted that an extension of one year is not
going to help [REDACTED] since the education of his sons will run until
at least 1980. The Board stated that the sooner he retires and gets post-
retirement employment the more to his advantage it would be. The Board con-
cluded that it could not approve this request based either on hardship or
need for services, therefore, the Board recommended that the requested exten-
sion not be approved.

25X1A9a 8. The final case considered by the Board was the nomination of
[REDACTED] for participation in the CIA Retirement System
based partially on domestic qualifying service. This case had been discussed
at a previous meeting and was tabled in order that the DDP might present some

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additional information. [REDACTED] stated that if he is approved for participation he will retire not later than 31 January 1969. [REDACTED] has performed 12 months and 29 days of verified overseas service. From May 1959 and continuing to the present time [REDACTED] has been Chief, Reports and Requirements Officer for Africa Division. It was stated that in this capacity he is directly responsible for the qualitative and quantitative aspects of the intelligence output of his component. He gives direction to operations by providing collection guidance in terms of intelligence requirements, evaluating existing projects for cost/benefit purposes, and stimulating interest in new intelligence opportunities and leads. The memorandum submitted by [REDACTED] and approved by the DDP gives a further breakdown of his duties and responsibilities in relation to field operations, including his involvement in the direction of such operations. The memorandum states that it is apparent that [REDACTED] duties are highly specialized functions, which are peculiar to the clandestine activities of the Agency and have limited applicability to the private employment sector. In the discussion of this case several members of the Board indicated that they felt that this was a borderline case and if approved this should apply only to the senior reports officers. The Board concluded that based on the entire record of his career, [REDACTED] has performed 60 months of qualifying service under the statute and regulation. The Board thereby recommended that [REDACTED] be approved for participation in the System and that his request for Voluntary Retirement also be approved. The voting in this case was 3 members for, 1 against, and 1 abstain. [REDACTED] agreed to prepare a paper further outlining the duties performed by [REDACTED] that are applicable for purposes of this nomination. [REDACTED] stated that whatever record is sent forward he would like to put his position in writing to go along with it. A signed application for Voluntary Retirement will be secured from [REDACTED] prior to any further action being taken.

9. The Board voted to change the normal meeting day from every other Thursday to every other Wednesday at 1:30 p.m. starting on 23 October 1968.

10. The meeting adjourned at 3:23 p.m.

[REDACTED]
Executive Secretary

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